



STATE OF TEXAS *
 COUNTY OF HAYS *

ON THIS THE 9TH DAY OF JULY A.D., 2010, THE COMMISSIONERS' COURT OF HAYS COUNTY, TEXAS, MET IN SPECIAL MEETING. THE FOLLOWING MEMBERS WERE PRESENT, TO-WIT:

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| ELIZABETH "LIZ" SUMTER | COUNTY JUDGE |
| DEBBIE GONZALES INGALSBE | COMMISSIONER, PCT. 1 |
| JEFFERSON W. BARTON | COMMISSIONER, PCT. 2 |
| WILL CONLEY | COMMISSIONER, PCT. 3 |
| KAREN FORD | COMMISSIONER, PCT. 4 |
| LIZ GONZALEZ | DEPUTY COUNTY CLERK |

AND THE FOLLOWING PROCEEDINGS WERE HAD, THAT IS:

DEPARTMENTAL BUDGET REVIEW

Information Technology

Jeff McGill, Director of Information Technology spoke of requests for equipment for various offices. He spoke with each department and reviewed the inventory before making requests for each one. He spoke of the majority of replacement equipment is out of the Sheriff's Office. He mentioned that Microsoft offers a software license (Enterprise Agreement) that you pay a flat rate per year instead of purchasing a license per computer. For the first three years the fee would be \$154,000 then it would drop annually. This would also help his department by not having to file each license for each computer and updates would be much easier to handle. This would help standardize all the computers for the County. He suggested implementing a Computer Replacement Policy to help in determining who might need new computers from year to year. Commissioner Ford changed her request for a MAC desk top to a PC lap top. Jeff McGill mentioned that typically, his budget usually had Co-Wide telephone/data lines/cell phones but he wasn't able to determine the cost per this line item with the new telephone. Jeff McGill spoke of car pooling when going to do support in different County offices.

Human Resources

Shari Miller of the Human Resources Department spoke of Salary Survey done in 2008 which is still being used today. In 2009, it was updated and the only changes made then were re-grades. For the current year we've approved 10 pay increases for new employees up to the 25th percentile, which leads HR to believe that the County is on target with the salary range. Dee Dee Baen Human Resources Director quoted unemployment stats from 2008 at 4.5% nationwide and county wide at 4%. In 2010 the rate is 8% nationwide and county wide at 6.9%. Shari Miller spoke of Market Survey that Hays County currently uses, includes public, private and non-profit companies. She explained that our benchmarks have stayed about the same. HR Department recommends 4.34% salary increase for County Employees, 2% COLA + 2.34% Merit for the Market Adjustment. County Auditor explained that every 1% increase in salaries it would equal \$100,000 in the budget. The Court discussed that 4% increase for the Sheriff's Office is in the proposed budget. Shari Miller explained that if the Court had given at least a 2% increase to employees last year they wouldn't have recommended a 4.34% increase this year. Shari Miller spoke of employees in their salary range (aka - Comporatio). She also spoke of re-grades that weren't requested in the budget. Commissioner Conley is requesting that his Assistant be considered for an increase. Dee Dee Baen said she will come back with figures for the Court to consider. Shari Miller spoke of visiting with each department and evaluating the need for the re-grades. Court spoke of addressing pay increases by maybe doing a little bit each year until we can come up to a percentage of the Ray Study done in 2008. Dee Dee Baen spoke of her budget requests. She spoke of using a lot more paper for Task Force meetings. Contract Services uses are for interpreters, publicity documents, and temporary help for county wide offices. If cuts are needed, they could be cut from line #5462 down to \$1,000 and #5448 down to \$1,200. She is asking for \$50 monthly allowance for cell phone use.

Court was adjourned.

I, LINDA C. FRITSCH, COUNTY CLERK and EXOFFICIO CLERK OF THE COMMISSIONERS' COURT, do hereby certify that the foregoing contains a true and accurate record of the proceedings had by the Hays County Commissioners' Court on JULY 9, 2010.



LINDA C. FRITSCH, COUNTY CLERK AND EXOFFICIO
 CLERK OF THE COMMISSIONERS' COURT OF
 HAYS COUNTY, TEXAS

